



**Retirement Account Savings Options for Texas Schools**

<b>Feature</b>	<b>403b</b>	<b>Roth 403b</b>	<b>457</b>	<b>IRA</b>	<b>Roth IRA</b>
Payroll Contributions	Yes	Yes	Yes	No	No
Max Contribution Limits (2024)	\$23,000 under 50 \$30,500 age 50+	\$23,000 under 50 \$30,500 age 50+	\$23,000 under 50 \$30,500 age 50+	\$7,000 under 50 \$8,000 age 50+	\$7,000 under 50 \$8,000 age 50+
Income Limitations	No	No	No	Yes	Yes
Tax Deferred/Deductible	Yes	No	Yes	Yes	No
Tax Free Withdrawals	No	Maybe	No	No	Yes
Provider Choice	School-Authorized Providers Only	School-Authorized Providers Only	TexaSaver Only	Any	Any
Loans/Hardship	Yes	Yes	Yes	No	No
Early Withdrawal Penalty	Yes	Maybe	No	Yes	Maybe
Investment Options	Annuities / Mutual Funds / Brokerage*	Annuities / Mutual Funds / Brokerage*	Mutual Funds / Brokerage	Annuities / Mutual Funds / Leveraged Funds / Stocks / Bonds / ETF's / CD's	Annuities / Mutual Funds / Leveraged Funds / Stocks / Bonds / ETF's / CD's
Employer Match	No*	No*	No*	No	No
Required Distributions (RMD)	Maybe	Maybe	Yes	Yes	No

\*Offered by select districts – For more information, refer to the IRS website: <https://www.irs.gov/retirement-plans>

This handout contains general informational purposes and may not be suitable for everyone. The information contained herein should not be construed as personalized investment advice. Investing in the stock market involves gains and losses and may not be suitable for all investors. Information presented herein is subject to change without notice and should not be considered as a solicitation to buy or sell any security.

- Registered Investment Advisor – 1001 S. Capital of Texas Highway, M-100, Austin, Texas 78746

[info@shadowridgeinvest.com](mailto:info@shadowridgeinvest.com) TF: 888-434-1427 / FX: 512-524-9101